WEB-BASED LEARNING & REFLECTION FORUM
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Influencing Change in Public and Organizational Policy in Support of Cultural Diversity and Cultural and Linguistic Competence

Forum Presenters

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Forum Description
Policy is one of the most underdeveloped areas in efforts to promote cultural diversity and advance and sustain cultural and linguistic competence within human services. Moreover, where such policy mandates and guidance exist, many within the intellectual and developmental disabilities (I/DD) network have been slow to both embrace, adhere to, and embed them within their respective organizations and programs. Since 2000, the DD Act has established the need for and the requirement to ensure "that services, supports, and other assistance are provided in a culturally competent manner, that ensures that individuals from racial and ethnic minority backgrounds are fully included in all activities." Additionally Title VI, Section 601, of the Civil Rights Act of 1964 states that, "No person in the United States shall, on the round of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal Financial Assistance." Title VI has been further supported by Executive Order 13666, issued in 2000, and policy guidance issued by the U.S. Department of Justice on language assistance for individuals with limited English proficiency. This Web-based Learning and Reflection forum is designed to share examples from organizations that have recognized their own limitations, or those within the systems in which they are involved, related to the lack of cultural diversity and marginal attention that is given to fostering cultural and linguistic competence.

Forum Objectives
Participants will:
1. Define a model of cultural competence including the role of policy in its implementation.
2. Define linguistic competence (Goode & Jones framework).
3. Cite legal mandates and requirements (policy directives) for language access for individuals with limited English proficiency.
4. Describe three approaches to influence change in organizational and public policy that promote cultural diversity and advance and sustain cultural and linguistic competence.
5. Reflect on the role of leadership in bringing about such change.
REFERENCES

   http://www.acl.gov/Programs/AIDD/DDA_BOR_ACT_2000/p2_tl_subtitleA.aspx

   http://www.justice.gov/crt/about/cor/coord/titlevistat.php

   http://www.justice.gov/crt/about/cor/13166.php

   http://www.lep.gov/13166/eo13166.html